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ORGANIZATION OF 4-H CLUB WORK WITH EMPHASIS ON
THE DEVELOPMENT OF THE "HEART H"

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Organization, 4-H Club Work

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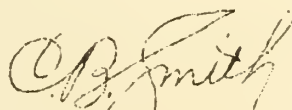
DISTRIBUTION: A copy of this circular has been sent to each State extension director; State and assistant State leader in county agricultural, home demonstration, and club work; county agricultural, home demonstration, and club agent; agricultural-college library, and experiment-station library.

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Foreword

Because of the recent widespread demand by leaders, particularly those of the church, this manual on organization has been prepared with special reference to the development of the "Heart H" in relation to the essentials of the 4-H club program. Just as a plan is necessary in building a house, so is a plan - a set of ideals - necessary in the building of a well-managed life. In 4-H club work, the successful local club leader is one who inculcates constructive ideals with every attempt in organized group effort. The leader must realize early that knowledge is not the most fundamental thing in 4-H club work. Rather, it is the development of the right kind of attitudes that counts, for it is now commonly recognized that life's decisions spring largely from one's attitudes. The desirable kind of attitudes can be developed only by providing situations to which the young person may be trained to react in a constructive way. Moreover, right actions come from practice, made possible through provision of as many such situations as is possible through 4-H club work.

This emphasis is in keeping with the new emphasis in education in developing a sense of the great human values. It is hoped that this manual will prove particularly helpful to those devoted 60,000 volunteer leaders in rural areas interested in the all-round development of boys and girls through this type of work, which is based primarily on meeting rural community needs and interests.


C. B. Smith,

Chief, Division of Cooperative Extension.

Introduction

4-H club work for rural boys and girls is a part of the national agricultural extension system which reaches every part of the United States including Puerto Rico and the Territories of Alaska and Hawaii. It is being developed also in many foreign countries. This system has been organized by the United States Department of Agriculture in cooperation with the State colleges of agriculture and the county extension organizations in accordance with the provisions of the Smith-Lever Act of 1914 and other acts of Congress and State legislatures authorizing the establishment of agricultural extension work and making appropriations for it. 4-H clubs usually are organized and conducted under the immediate supervision of county extension agents employed by the United States Department of Agriculture, the State colleges of agriculture and county governments cooperating. Clergymen, teachers, and other professional leaders, together with outstanding farmers and homemakers, play an important part as leaders in the development of this work in local communities, reaching nearly a million young people each year.

Distinguishing Features of 4-H Club Work

Each 4-H club member does a piece of work, under the supervision of the county extension agent, that will demonstrate or teach the better way in homemaking or agriculture. Problems are faced in the farm homes, in the fields, the barns, the orchards, the gardens, and in the various community meeting places. In fact, farm girls and boys through the 4-H club program are brought into intimate contact with all the interwoven problems of their own home and community life. Through the various worth-while 4-H club activities involved, an effort is made to bring to each member the fine things in rural life and to develop in the young people reached those attitudes and ideals that make for upstanding manhood and womanhood and that, in turn, will make for a spiritual as well as a progressive rural leadership. Each member keeps a record of costs, labor, and results; explains the work to others; makes an exhibit; and writes a final report summarizing the whole year's activities and often-times recounting the changed attitudes experienced through the 4-H club activities undertaken.

Objectives The distinctive educational objectives ^{1/} in 4-H club work arise out of the specific Federal and State legal authorizations for the work and the Nation-wide experience with the activity. In the Federal Smith-Lever Act of 1914 there appears the following declaration of purpose underlying Federal aid to the Extension Service:

"*** to aid in diffusing among the people of the United States useful and practical information on subjects relating to agriculture and home economics, and to encourage the application of the same, * * * *."

That cooperative agricultural extension work shall consist of the giving of instruction and practical demonstrations in agriculture and home economics to persons not attending or resident in said colleges in the several communities, and imparting to such persons information on said subjects through field demonstrations, publications, and otherwise, * * * *."

4-H club work is a specialized educational enterprise for rural youth. As such, it shares in the objectives common to all educational institutions and movements in its concern with the development of individual abilities and capacities for learning, intellectual and moral character, qualities of effective citizenship, and the like - all having a definite relationship to the development of the "Heart H." Its distinctive educational objectives are:

^{1/} Report of the National Committee of The Association of Land-Grant Colleges and Universities and the United States Department of Agriculture on 4-H Club Work, May 1935.

1. To help rural boys and girls to develop desirable ideals and standards for farming, homemaking, community life, and citizenship, and a sense of responsibility for their attainment.
2. To afford rural boys and girls technical instruction in farming and homemaking, that they may acquire skill and understanding in these fields and a clearer vision of agriculture as a basic industry, and of homemaking as a worthy occupation.
3. To provide rural boys and girls an opportunity to "learn by doing" through conducting certain farm and home enterprises and demonstrating to others what they have learned.
4. To teach rural boys and girls the value of research, and to develop in them a scientific attitude toward the problems of the farm and the home.
5. To train rural boys and girls in cooperative action to the end that they may increase their accomplishments and, through associated efforts, better assist in solving rural problems.
6. To develop in rural boys and girls habits of healthful living, to provide them with information and direction in the intelligent use of leisure, and to arouse in them worthy ambitions and a desire to continue to learn, in order that they may live fuller and richer lives.
7. To teach and to demonstrate to rural boys and girls methods designed to improve practices in agriculture and homemaking, to the end that farm incomes may be increased, standards of living improved, and the satisfactions of farm life enhanced.

Eligibility for Membership Any rural boy, or girl, within the age limits set by his State extension service who is able to equip himself to carry on a demonstration of some better farming or homemaking activity, may become a member of a 4-H club. The age limits usually are from 10 to 20 years.

Price of Membership The price of membership in the 4-H clubs is that each girl or boy shall do a piece of work that will teach the better way in homemaking or agriculture. A few 4-H clubs have, with the unanimous consent of their members, nominal dues, but dues have no place in the national policy of 4-H club work as a public agency.

The National 4-H Club Creed Parallel with the development of State 4-H club creeds, there has developed the following national 4-H club creed:

I believe in 4-H club work for the opportunity it will give me to become a useful citizen.

I believe in the training of my HEAD for the power it will give me to think, to plan, and to reason.

I believe in the training of my HEART for the nobleness it will give me to become kind, sympathetic, and true.

I believe in the training of my HANDS for the dignity it will give me to be helpful, useful, and skillful.

I believe in the training of my HEALTH for the strength it will give me to enjoy life, to resist disease, and to work efficiently.

I believe in my country, my State, and my community, and in my responsibility for their development.

In all these things that I believe, I am willing to dedicate my efforts to their fulfillment.

The 4-H Club The national 4-H club pledge has met a popular response
Pledge throughout the United States, particularly in the development of the "Heart H." At regular 4-H club meetings, achievement days, and other club events, the giving of the 4-H club pledge has a prominent place, particularly since the 1927 National 4-H Club Camp held in Washington, D. C., when the State club leaders voted for the following pledge:

	(My Head to clearer thinking;
	(My Heart to greater loyalty;
I Pledge	(My Hands to larger service; and
	(My Health to better living, for
	(My Club, my Community, and my Country.

The 4-H Club As in the case of the 4-H club pledge, much emphasis
Motto is placed on the 4-H club motto: "To make the best better", not only in the building of character and citizenship but also in the raising of project standards. "To make the best better" should be the aim of every club member and should be used as his guide in daily living.

The 4-H Club The 4-H club slogans vary in the different States.
Slogans Oftentimes, they are developed through contests. Probably the most common are: "Learn to do by doing", "To beat my own best record", "To win without boasting and to lose without frowning", and "Plan our work and work our plan."

The 4-H Club The national 4-H club emblem is the four-leaf clover
Emblem and with the letter "H" on each leaf. The national 4-H club
Colors colors are green and white. The white background of the
4-H flag symbolizes purity, and the green of the 4-H
emblem represents Nature's most common color in the great out-of-doors
and also is emblematic of youth, life, and growth.

Typical Because of the varying types of agriculture in the
Demonstra- United States, more than 30 different phases of home-
tions making and farm demonstrations may be undertaken by 4-H
club members. For example, in homemaking activities, a
club member may grow a garden and can the surplus, in keeping with the
dietary needs of the family; plan, prepare, and serve attractive and
healthful meals; make or select for himself and other members of the
family attractive, suitable clothing in keeping with the family budget;
keep personal accounts; assume a share of responsibility for daily
household tasks; at times, take over the management of the home when
Mother is on a vacation at the State college or summer camp; render
more comfortable and satisfying the home itself; add to the attractive-
ness and beauty of the exterior of the home by planting native shrubs
and trees; or help Mother in the intelligent care of younger brothers
and sisters.

In the agricultural club activities a club member may volun-
tarily, under the direction of his local leader and county extension
agent and in accordance with recognized improved practices, grow an
acre or more of cotton, corn, or some other crop; raise a garden, market
such fresh vegetables and fruits as may be practicable to sell, and can
the surplus; raise a flock of poultry; purchase, breed, and care for a
sow, and for her litter of pigs to maturity; care for a dairy calf to
maturity, and build a dairy herd; run and repair farm machinery; or con-
duct some other agricultural phase of work that will meet a farm or
community need.

From the standpoint of the "Heart H" in all this demonstration
work much emphasis is placed on the service that may be rendered in the
home and on the home farm, the assistance that may be given younger club
members and others of the community, and the humane treatment that
should be accorded farm animals and wildlife.

Relationship 4-H club work emphasizes the home. In fact, 4-H club
to the Home work is home work. The practical work of the club - the
demonstration - usually is done on the home farm or in
the home of the club member. This home work of the club member is of
more importance than is commonly appreciated. It is there, at home,
with a task in keeping with his ability that the club member has the
best opportunity for growth and development. By trying new ways of
doing practical things in his own home environment and checking results
many improvements often are made in well-established home and farm prac-
tices.

The work of 4-H club members in the home develops common experiences that make the work of the club group more worth while, and any outstanding accomplishment in relation to the home is apt to bring a type of group approval not otherwise attained. Moreover, the club member who has the active interest and cooperation of parents naturally accomplishes more. This larger accomplishment not only helps to develop more capable young people at home but also sets standards for other members of the club. Club work may fail largely in its purpose when parents are not actively interested and cooperative.

Relationship to the Community 4-H club work has a very definite relationship to the rural community, particularly through the general agricultural extension program. Not only are its activities woven into the very fiber of the community, but its leadership represents the best manhood and womanhood of each community. Moreover, rural young people are increasingly planning their own programs in relation to the general community and county extension programs, and the general problems involved in these programs are being recognized by the young people in relation to their own programs. In this work, local volunteer leaders are playing a large part. Just as the Man of Galilee dealt with the immediate and pressing problems of life, just as He, by word and act, led men to a finer sense of their individual and corporate obligations, so are the volunteer leaders of 4-H clubs led to think in terms that will, in turn, develop rural youth likewise and, through the solving of community problems, help these young people to realize their best possible selves and to have as their own a finer, nobler, and more wholesome philosophy of life. Moreover, experience has shown that rural youth are slow to follow any leader, however clever and adroit he may be, who not only lacks devotion and loyalty to deep moral principles and spiritual ideals but who fails to assume responsibility in community affairs. Experience has shown also that that local leader is most successful who knows his community best, particularly in relation to its young people and their needs, interests, and possibilities.

General Organization

County Organization All the 4-H club work in a county is under the direction of a county extension agent; a club agent if the county has one, if not, the agricultural agent and the home demonstration agent, who assume joint responsibility.

The county extension agent under the general direction of the State extension office, supervises the organization of 4-H clubs; guides the formulation of the club program for the year; supplies State and Federal bulletins; advises with members of the county 4-H club council or committee and the local club leaders; conducts such gatherings as county 4-H club camps, club picnics, round-ups, exhibits, fairs, and achievement days, and generally supervises club work in the county.

In addition to the local club leaders who are residents of the community and who assume responsibility for the work of each club, usually a county 4-H club council or committee is developed. Such a council or committee may be composed of the local club leaders, parents, experienced members, and others interested in the 4-H club program. Under the guidance of the county extension agents, such county club councils or committees usually study the needs of the county, plan the county 4-H activities, plan and carry on an improvement program for all local leaders, and perform other duties as situations change and needs arise, particularly in relation to any general extension council or committee that may exist in the county.

Local Forms of organization in relation to the local club vary
Organi- in different States. In some States, a club is composed
zation of girls and boys doing only one kind of work, and in
 others the club is a community organization to which all
girls and boys may belong who are eligible, and each may select the
line of work most desired. A 4-H club usually has a local club leader
who is a resident of the community and assumes general responsibility
for the work of the club; club officers, such as a president, vice
president, and secretary, and often a treasurer, a news reporter, and
chairmen of various committees for which a need has been felt, such as
a program committee and a social committee. Oftentimes, these local
groups may affiliate to form a community 4-H club which, in turn, meets
regularly in connection with general 4-H club activities. In this con-
nection, the "standard club" is believed by many leaders to be one of
the most important "mileposts" in the development of 4-H club work.
The requirements of a standard club vary throughout the country, but in
a number of States they are as follows:

1. Each club shall have a membership of at least five working on the same enterprise.
2. There shall be a local leader in charge during the club year.
3. There shall be a local club organization with necessary officers and with duties as prescribed in a club constitution.
4. There shall be a definite program of work for the year.
5. There shall be at least six regular club meetings during the year. The secretary shall be required to keep definite records of these meetings and also of the progress of each member.
6. A local exhibit shall be held annually by the club members.

7. There shall be a club demonstration team which must give at least one public demonstration in the home community.
8. At least 50 percent of the members must complete the farm or home demonstration and file a final report with the county or State club leader.
9. A judging team shall be chosen by competition between the members.
10. An achievement day program shall be held at the completion of the work.
11. The club shall hold a membership in the county extension organization.
12. When the first four requirements have been met, a standard club charter is issued. When all the requirements have been met for any one year, a seal of achievement is awarded.

The fact that there have been organized thousands of such standard club groups, all of them doing definite farm and home demonstration work, holding regular meetings, exchanging experiences, and raising their own standards, added to the fact that these clubs have increased in numbers each year, reinforces the belief that these young people, through their own community organization, are furnishing a potential force in community development which is doing much toward improving general farm and home conditions.

In organizing a homemaking or agricultural club, the young people should be led to elect their own officers, appoint their own committees, and make out their own programs. Before the election takes place, an explanation of the duties of officers and their importance to the success of the club usually will lead the members to vote for those young people who are most able to do the work required. The officers and members of committees should be led to assume full responsibility. Training schools for them alone may be held. Equally important is practice in parliamentary procedure which involves an excellent opportunity for the development of leadership and followership on the part of all. Throughout it is the function of the adult leader to study the members of the group carefully to the end that he may skillfully guide them to react constructively to the different situations which may arise in the group and especially to learn to be loyal to the group as a whole as well as to each individual upon whom responsibility has been placed.

Activities Probably the most important phase of the 4-H club organization is the regular club meeting. 4-H club meetings are held at stated intervals at least once a month and often every 2 weeks. Most clubs follow a year-round program. 4-H club members

conduct their meetings along parliamentary lines, carry out a program planned by them in advance in which the progress of their respective activities is presented and difficulties are discussed, give demonstrations pertaining to their farm and homemaking activities, sing, play, and carry on other activities of interest to young people under the guidance of the local club leader. Often the county extension agent is also present to advise with the local club leader and the members, and to assist with any problems that may arise.

4-H programs for club meetings usually consist of three parts - business, demonstrations and discussions of project work, and social activities. To carry out such programs successfully, club members are soon interested in varied lines of work, all of which depend largely on their own voluntary efforts - club goals for the year to be determined; club tours, hikes, picnics, "Mother's Day", "Dad's Day" and other special events to be planned; people of the community and others skilled in the particular lines of homemaking or agricultural club work being carried on to be invited to club meetings to discuss the work; reports to be made at the general community meetings; other young people of the community to be encouraged to belong to the club; demonstration teams to be selected and trained; local, county, and State exhibits to be made; delegates to the county and State encampments and short courses to be selected; and other clubs to be invited to their meetings.

The Local Volunteer Leader

Duties The local leader or adviser of a club is regarded as important to the whole 4-H club program. This person is usually some outstanding man or woman of the community who is sufficiently interested in young people to be willing to spend some time in helping the members to plan their own program for the year, in attending regular club meetings, in training club members in various 4-H club activities, in visiting the homes of club members to see how their demonstrations are progressing, in giving advice and encouragement when needed, in accompanying members to club events outside the community, and in assuming responsibility in relation to the general group activities of club members. The county extension agent or a community committee may ask men and women to volunteer for this community service, although clubs often select their own leaders. An increasing number of former club members each year volunteer to serve as local leaders.

Qualifications For the leader to succeed with young people, he must be tolerant, patient, and sympathetic toward their shortcomings, confident that, in time, they may be overcome. He must also be of the type that takes delight in helping other people. It is doubtful if anyone can become a really successful leader without this capacity for friendship, understanding, and faith. In this connection, it is essential that local leaders render praise when the work done warrants it. This approval, in turn, develops the interest,

satisfaction, and self-confidence that are fundamental to maximum effort on the part of club members. Young people need much encouragement if their interest is to be maintained.

Selection By tactful guidance, club members may be led to accept as their local club leader some outstanding person selected by the county extension organization, or to vote themselves for a well-qualified person in the community to be their leader. However, before any such voting, it is desirable to explain very carefully to the members the qualifications for a local leader. Thereupon certain adults of the community may be considered in relation to these qualifications and others that the group may think essential. After the voting, in many clubs the group may go in a body to make known its wishes to a prospective leader. Few men and women can resist such an appeal from boys and girls.

General Leadership Principles Any such person so selected should realize that it is important for the local 4-H club leader to aim to stay in the background while helping members to assume responsibility; to study the members and to provide situations so that larger responsibilities may be assumed as the members develop in leadership and followership; to recognize work well done in such a way that the member will be encouraged to do even better work; to keep ahead of the club group yet seemingly always with them; and to make friendly suggestions rather than to display authority.

It is very important that the local leader be conscious of the example he sets. Boys and girls in the teens are prone to make an ideal of an older person. The local leader is apt to be that person. Unfortunate is the leader who, through carelessness of speech, deception, or evasion of responsibility, shatters that ideal. It is equally important, too, that the leader of a 4-H club maintain a home based on relatively high standards.

Successful leadership in any work demands careful attention to plans for the future. The local leader must be constantly anticipating the next step to be taken by the group in any work underway, and preparing for it. Otherwise little may be accomplished. It is equally essential too that the local leader carry club members forward to that step as the opportunity develops normally. To do this, the local leader must appreciate their viewpoint. Probably the most commonly recognized qualification of any leader is the ability to carry the group along with him. This, in turn, involves a personality which makes others willing and glad to be led. It is a recognized principle that that local leader governs most successfully who guides the group into making most independently, just decisions regarding their own activities. Fortunate is the local leader who early learns to make constructive suggestions rather than to lay down the law. Every ostentatious display of authority lessens authority. Any group in 4-H club work may be carefully guided to make just decisions, by placing the responsibility upon them and by leading them to look at all sides of the question before action is taken. In such planned guidance, the local leader if well

qualified, is an accepted member of the group, maintaining at all times its respect, sharing in its pleasures as well as in its regular 4-H club activities, providing situations whereby the members of the group may develop initiative, and assuming the leadership of the group when occasion seems to warrant it.

Basic Principles of Procedure in Program Making

Development of Young People First Consideration In organizing young people in 4-H club work as well as in any other work, it is important for leaders to study constantly what will make for the best development of the young people involved. For the test of the value of any organization is the extent to which each individual is given opportunity to develop freely to the limit of his possibilities or capacities. It is becoming increasingly recognized that no one has a right to stimulate the interests of boys and girls in any line of work, if, in so doing, young people are thereby prevented from developing their best possible selves. Moreover, the organization of 4-H club work should be based upon a sound understanding of the adolescent to the end that the inherent traits of young people may be capitalized or redirected in proper keeping with their best interests and the objectives to be reached. In this connection the closely knit club organization performs a distinct function. It is in such an organization that the qualities essential to good citizenship, such as community leadership and cooperation, are stimulated, exercised, and often fully developed.

Development of Program by Members Themselves At the time country boys and girls meet to form a home-making or agricultural club, they are told that they, as a group, may develop their own club program for the year. If there are 10 or more boys and girls, two or more groups may be formed. However, before any project choices are made, the attention of the whole group usually is focused by the adult leader on the general community extension program in a challenging way, and their active participation is enlisted to make their own community a better place in which to live. Thereby life situations are uncovered, involving issues affecting their own interests - present and future - together with those of their community as a whole. Thus, if these young people are interested in following some line of work included in the general extension program, as, for example, improving the livestock of the community or beautifying the home and community grounds, three advantages follow:

The desire to serve their own community is awakened in keeping with its present recognized needs. When the issues seem vital, maximum interest is enkindled in a natural wholesome way. A sense of belonging is developed. Moreover, a valuable contact with a larger group is realized insofar as a community consciousness and a sense of community responsibility are developed.

Members can then take part at general community meetings in discussions and in other activities which pertain to their own club work as it relates to the carrying out of the general community program in which their parents and neighbors also are vitally interested. In other words, a new, interesting partnership with their parents and neighbors is made possible.

They may undergo a valuable experience in giving up some immediate interest for the larger one of trying to make the general home life of the community in which they live as fine as possible.

If, on the other hand, they are not interested to choose, as their major club activity, a phase of the general community program, they are permitted to take up any other phase of homemaking or agricultural work, provided it is an economically sound undertaking for that community. If one or two of the young people of the group are not interested in the choice of the majority, they are permitted to pursue their individual interests, but as members of the group they are encouraged to take up the line of work selected by the majority, if it is a practical thing for them to do. At all times, it is the intent to bring farm girls and boys in contact with the live problems of the community through representation on committees of leading men and women of the community and members of the county extension staff who meet to consider community needs and interests and to formulate a county extension program. Rural girls and boys as 4-H club members have a definite part in such programs through analyses of their own needs, as in 4-H food club work, in which they keep a foods-habit score card for several weeks and then formulate a food program based on the preparation of foods found lacking in their diet, and through the making of simple home and community surveys. Thus rural youth, mingling in the full life of the community and, in turn, becoming conscious through their 4-H club program of the important things being striven for by the community, is brought in contact with the best type of civic education.

Incentives 4-H clubs are organized on a voluntary basis. Therefore, interest is manifested at the start. However, local 4-H club leaders and county extension agents probably will have in mind a much larger and richer program for the members than that which the members may formulate as their own in the beginning. It is the responsibility of those in charge to guide club members skillfully to want the more worth while things. From the outset, young people should be led to feel that the program is theirs and that they are responsible for its success. They should be led to question the different points of view that may arise and to take all factors into consideration before proceeding definitely in any one direction. Appealing to the desire of the large number of young people to make selections as well as to direct the things that most concern themselves, may develop a powerful incentive for work along homemaking or agricultural lines during a period of ready acceptance. Boys and girls in the "teen age"

are likely to possess a certain love of freedom, and they delight in making choices.

.. Young people, in formulating their programs, should be made to feel that much is expected of them not only from the standpoint of their homemaking and agricultural activities, but also from the standpoint of their own behavior as related to all their club activities. For example, it is expected that 4-H club members will repay their loans at the bank, that they will keep reliable records, and that they will be known for their honesty in the show ring. Moreover, every 4-H club member is expected to be humane not only to farm animals but also to wildlife encountered either in hunting or fishing. Leaders can skillfully get members to feel that their parents and neighbors are interested in their progress and expect them to make good and be upright and kind in their dealings. The wise adult "expects good." The establishment of 4-H club goals has proved very successful not only in relation to the work of the club as a whole but also in relation to the individual development of the members. For the goals chosen and attained in life largely determine its success. There are many types of goal. The more specific the goals are, the easier will they be to attain. A few typical goals relative to the 4-H club member follow:

To make my best better.

To be true at all times to the 4-H club pledge.

To learn to preside well at business meetings;
to complete and make an exhibit; to take
part in demonstration- and judging-team work;
and to speak in public.

To be a helpful, intelligent member of one's
family, club, and community.

To follow willingly in some 4-H club and community undertakings as well as to lead in others.

To encourage other boys and girls to enroll in a 4-H club.

To be of assistance to others who may need help in their 4-H club activities.

To be a good cooperator in all worthy undertakings.

To show good sportsmanship in both winning and losing.

To obtain as much education as is possible through school, farm, and home activities so that one may be well prepared for his chosen life work.

To learn to appreciate the best in music, art, and literature.

To become acquainted with nature's children and nature's trails in the country.

To be familiar with the advantages of living in the country.

To study the lives of fine, outstanding men and women of all time.

To link one's self with those institutions that encourage the finer things of life such as the church - the great inspirational force in the development of spiritual values.

To render service whenever there is an opportunity.

Purposeful Activities In order that club members may develop their native capacities and the 4-H club program may function effectively, it is essential that the activities involved be purposeful and that they stimulate wholehearted endeavor. In this connection, it is important for the leader to make those appeals that will stimulate such endeavor. To do this effectively, it is necessary that he have a thorough understanding of the adolescent.

Opportunity To Learn To Do by Doing A program which provides ample opportunity to "learn to do by doing" is considered particularly important to the success of 4-H club work because of the limited follow-up work that usually can be done. From the beginning, the activities involved in any club program have been determined largely on this basis. That such a program is sound from an educational standpoint is borne out by all authorities, for it is believed that actually doing things provides more of the factors conducive to learning than does any other method of instruction.

Ownership To Stimulate and Maintain Interest and To Develop Responsibility Successful 4-H club work usually involves some ownership in relation to the crop or livestock raised or the work done within the home. Such ownership often adds considerably to interest in the work and at the same time stimulates a wholesome sense of responsibility which, in turn, according to John Dewey, is essential to good citizenship. It is very important also that such ownership is fully respected by both leaders and parents. Otherwise there may follow discouragement along with failure to complete the work under way.

Active Participation in General Community Activities To Develop Community Consciousness

Young people are increasingly anxious to do as adults. Having attained a social viewpoint, they can engage in many community activities in much the same way as adults do. Such activities are real and may be very vital to young people if well presented. They will then challenge the member's best efforts and give him a definite feeling that he is a part of the community. Moreover, boys and girls in the broad sense are citizens, and their interest in constructive community activities and sympathy with them should be aroused. They should be made to feel that all these things are theirs and that they are a real factor in community development. Moreover, their cooperation in many instances is as important as that of adults. Among general community activities in which the interest of young people may be enlisted are the beautification of school grounds or roadsides, refurnishing of the town hall, improving the grounds around the village railroad station, campaigning against injurious insects, preparation of baskets for Thanksgiving dinners to the needy of the neighborhood, supervision of a community Christmas tree, or a campaign against unsportsmanlike conduct in community games and contests. All such activities involve much constructive participation, activity - doing the thing - exceedingly essential in training citizens.

Instructions So Simple and Definite That Volunteer Leaders Are Able To Follow Easily

Adequate instruction is fundamental to any successful endeavor today. That organization succeeds best, other things being equal, which equips its workers best. The carrying out of the programs of churches, schools, business and other institutions depends largely upon the instruction given the workers. The most noteworthy example of leadership instruction is that given the Twelve Disciples. Because of the limited follow-up work in connection with 4-H club activities, it is essential that local leaders be well informed so that they can supervise the home and farm work of the members adequately in the intervals between the visits of the employed workers. Leadership instruction in 4-H club work involves instruction in the farm and homemaking practices to be demonstrated, in methods of club organization, and in development of constructive attitudes toward home and community life. The three main ways by means of which systematic instruction is given volunteer leaders in 4-H homemaking club work are group conferences of leaders; personal interviews with individual leaders; and demonstrations at club meetings by the employed agent to show the volunteer leaders how to carry on some phase of the program with the club groups hitherto not quite understood.

Challenging Tasks or Problems To Solve

Meeting live home and community problems does much to vitalize any community activity. In solving such problems the amount of theory that is given to a group of young people is largely dependent upon the ability of the specialist to translate it into such clear language that it can be passed on easily to the county agent or local club leader and, in turn, to young people in an intelligent accurate way. It is believed that theory can best be given after the desire for it has been created through a program of "learning to do by doing."

During the early period of 4-H club work, agents and local leaders were concerned primarily with giving information and with the acquisition of manual skill. As the work has become better understood, the principle of self-help has been grasped. Today, the giving of accurate information embodying the best offerings of research and the acquisition of skill still are considered important, yet club leaders believe that far more important than these is the development in the young homemaker or farmer of the ability to recognize a problem and to seek its solution in a definite, direct way. Such development is provided through the organization of young people in 4-H clubs on a voluntary basis, whereby they may meet to discuss and compare their work, to learn how to obtain information from authoritative sources, and, if necessary, to request and obtain the services of experts in helping them to solve their respective home problems. By such character building methods young people gain a wholesome self-respect, and increase in mental and spiritual vigor, in personal efficiency, and often in physical vitality, because of the realization of their own powers and the opening of larger horizons of possibility.

Flexible Re-quirements The minimum requirements for the completion of any 4-H club activity should be so flexible that the program, in turn, will be adapted to the ability, tendencies, and needs of rural young people of different age groups. The difficulty of providing flexible requirements in 4-H club work conducted with a limited amount of supervision is recognized. However, according to the studies made, the results from the work based on flexible requirements, when carefully planned, more than compensate for the effort expended. The more young people plan their own 4-H club programs, the easier will it be for the local leader to guide them in setting up for themselves such requirements for the completion of the work as will satisfy their own personal interests and needs and that will, at the same time, justify recognition as a part of 4-H club work. If the work is so organized that choices and combinations may be made depending on the age, interests, and ability of the young people involved, maximum interest will be enkindled, enabling the member to carry the project work along by himself until another contact is made with either a local leader or an extension agent.

Progressive Steps In this connection, in order to have an abiding interest, "growing activity" is especially important not only in the maintenance of interest but also in relation to the best development of the individual. According to studies made, this plan of having the 4-H club program based on progressive steps in relation to activities and years of work has proved to be the most satisfactory.

Varied Lines of Activity In formulating any 4-H club program, it is believed that all possible resources should be utilized in developing a wide range of active interests and rich experiences such as will result in the all-round growth of the individual. To provide varied lines of activity seems especially important in relation to rural young people inasmuch as they are usually out of touch with many activities that should enlist their attention. Trips to different parts

of the country and State to observe the home life of other people and to meet boys and girls in work and play are exceedingly valuable. Such activities are especially important inasmuch as rural young people usually are limited not only in number of new ideas because of their often limited resources as compared with those of young people in more thickly populated centers, but as a part of that national group of homelovers who, because of their land consciousness, are apt to be conservative in attitude, often with tendencies to resist change. Someone has said: "An adequate program presents an endless chain of fascinating and compelling activities which are not only interesting in the doing, but challenging to the imagination, and which are varied enough to satisfy every individual in the group. To be worthy from the angle of imagination, the program must contain large elements of color, picturesqueness, and romance."

Element of Novelty It is important that each year's work, in any 4-H club activity, be so different in terminology, arrangement, and bearing, that it will, in effect, be a new activity. In other words, it must have the element of novelty which in turn challenges thought, stimulates interest, and usually results in renewed activity.

Studies of some young people's organizations show that the majority of members are content to remain in a given activity or project only a short time and to do mediocre work. This fact is one to be expected as, during the adolescent period, there is a strong craving for experience which is only nature's way of leading boys and girls to choose a vocation. This characteristic may lead boys and girls to change from one activity to another before accomplishing any results which bring desirable satisfaction to them. Therefore, if young people are to remain in a club activity long enough to gain that necessary self-confidence and satisfaction which comes from doing one thing well and which, in turn, leads them on to do good work along other lines, it is important to have each phase of the work undertaken, particularly those that seem important enough to be continued, so varied that interest will be stimulated and maintained. By such procedure, young people may be led to remain in an activity sufficiently long to acquire the "habit of success."

Feeling of Success A feeling of success on the part of the individual will insure continued membership in the club group over a desirable period. Therefore, it is important that the club program be so planned that each member can feel that he is succeeding. This means that the program must be worked on a progressive, challenging basis in keeping with the abilities of each member. It also means that the local leader should recognize work well done, perhaps seek at times to find something that can be approved so that the member, in turn, may gain that satisfaction which comes from approval by people who count. By such procedure, in time, it is possible for each member to gain the habit of success and to arrive at that turning point in life when he realizes that he can size up situations accurately, and, having decided to go ahead, is justified in being confident that, with hard work, he will succeed.

Development of Social Ideals

It is important in a democratic government that there be developed among young people constructive group action and group control. In this country young people should, as early as possible, gain the habit of acting in groups that function along democratic lines - learning to work with others, giving of their best thought to the making of group decisions, conquering selfish interest when to do so is for the good of the group, and, finally, learning how to give in to the will of the majority. Henry A. Wallace recently said to a group of 4-H club young people, "Individual skill is not enough, for we no longer live in an individualistic world. To attain our highest destiny, we must also learn to work together toward a common goal. You will find many opportunities to practice this cooperation in your clubs and in your everyday life. In working out these human relationships in your own club, in your own community, and in whatever organization you may find yourself, you will find a great pleasure. And together we are going to work out an agriculture in this country which will make us all much happier than we have been in the past."

Development of Group Programs In order that such group action and group control may be developed on a constructive, democratic basis, the young people should be led as a group to formulate a program. Experience shows that they adhere to it effectively when they feel that any such program is their very own. Thereby genuine interest is enkindled and young people are stimulated to put forth their best efforts. Moreover, life is made up of choices. In 4-H club work young people should be led as a group to make worth-while choices by being given practice in choosing and helped to set standards. In no instance, should a club program be superimposed, for thereby young people may become callous to the autocratic rule of the few.

Vital Issues Today, much is said concerning the discussion method. For this method to be successful, it is necessary that the action of the group be centered on vital issues - issues which stimulate a response on the part of each member of the group and make for the interplay of minds. Thereby facts will be brought out and information sought in the adjustments desired. It is only when ideas seem vital that real group discussion takes place and conduct is molded.

Contacts With Other Groups In the development of constructive, democratic group action, it is essential that there be contacts with other groups in many and varied ways. Furthermore, any organization may be measured from the standpoint of its effectiveness in developing young people by the degree in which it increases the number, variety, and kind of shared interests in "ever widening circles." Many opportunities have been provided for boys and girls engaged in 4-H club work to come in contact with other groups of the community, county, and State. Learning to make contacts with outstanding men and women of the community in positions concerned with the public welfare, is emphasized as an important step in learning to serve one's own community effectively. Interstate and national club events are provided, to which farm boys and

girls are sent as delegates. Some trips to foreign countries for club boys and girls have been provided. Those who have been awarded such trips have met the young people of distant places on a friendly basis, which has resulted in a beneficial interchange of ideas.

Sharing Responsibility Each member of the group should be guided to assume his share of responsibility and to conquer self-interests when it is for the good of the group. If club members can be made to realize that they as individuals must see certain things through or the group will suffer, then the first step in self-conquest has been successfully made. The good of the group should be the paramount thought. It is important in 4-H club work that each member be made to feel that some work belongs to him to do, that a certain kind of conduct is expected of him, and that a certain contribution to the general good of the club is demanded of him. Each member should be led to feel that the group is depending on him. If a responsibility is placed on a member, that member should be held accountable not to the local leader or agent but to the other members of the club, and should be led to face their disapproval. In this way, the ideals of social responsibility may be inculcated. James E. Russell once said, "Develop a spirit that will put the public good ahead of personal gain." Members in 4-H club work should be guided one step farther - to see that what is for the common good of the group is really for their own best good as members of the group. Thereby genuine cooperation is developed, in which each member becomes interested in the success of the group. This mutual interest, in turn, develops a sympathetic attitude among the members for one another.

Respect for Laws of The Majority In 4-H club work, the members are led early in connection with their business meetings to respect the laws or rules of the majority in any voting that may take place. In this relation, it is particularly important for the local leader to guide the members to realize, before the voting takes place, that the matter about which the decision is to be binding on all be one which it is generally agreed should be decided one way for all.

Good Fellowship Good fellowship is essential to group unity. There must be an esprit de corps. The friendlier the attitude of members toward each other, the more successful will be the group undertakings. In this connection, it is important for the local leader to guide the members to recognize the fact that all cannot be captains but that everyone can be a leader in some activities and a follower in other activities. When members of the club are fully conscious of this principle, class distinctions will gradually disappear and everyone will be happy in paying honor to work well done.

Development of Leadership Within the Group

The club should be so organized that leadership, at least along one line, may be developed on the part of all its members. For it is important, particularly in rural America, that 4-H club members be

educated for leadership as well as for obedience. In this connection it has been pointed out that young people should gain the power of self-direction and power of directing others, power of administration, and ability to assume positions of responsibility.

Opportunity To Assume Responsibility Leadership develops as opportunity to assume responsibility is provided. The value of the one in charge depends largely upon what he gets others to do. Every member of a 4-H club should be given responsibility.

Some members are able to assume more responsibility than others. Opportunity to assume responsibility may be provided through the work assigned to club officers and to committees appointed for the year, or for single events such as club tours to see various phases of homemaking or agricultural club work. Games, songs, club pageants and festivals also afford ample opportunity for the assumption of responsibility, and, in turn, the development of leadership. Moreover, as young people learn to serve, by assuming responsibility in home and community upbuilding, will they become intelligent leaders in their own community. The more 4-H club members learn to assume responsibility and to give up for the common good, the more will they learn the true meaning of service and become in turn real leaders. In this connection, James E. Russell once eloquently said, "If this world is to become a better place to live in and life made better worth living, we must accept the Christian doctrine that service is the only criterion of greatness." In addition, it is believed that only by providing 4-H club members with many opportunities to assume responsibility and to serve, will they, in turn, reach their highest development in leadership.

In any 4-H club work, it is desirable to center the attention of young people upon community affairs especially as they affect the home and the home farm. The part that they can play in improving conditions can often be emphasized to good advantage. In such work, young people have a delightful opportunity to work side by side with their parents and neighbors. They learn to recognize and to meet local needs under varying circumstances, and thereby gain valuable experience as young citizens. It is becoming increasingly common for 4-H clubs to elect one of their members as a delegate to general extension meetings and other farmers' and young people's meetings, where they report what the club has done toward carrying out the community program in homemaking work. It is part of their responsibility, in addition, to take back to their own club group, a report of these meetings and observations, especially regarding home life, made en route. By such means as the foregoing, if enough provision is made for exercise in assuming responsibility, young people may be kept in touch with the best in home and farm life and may develop a true sense of civic responsibility and genuine leadership in making their community a better place in which to live.

Opportunity for Growth Leadership develops as opportunity for growth is provided. It is not sufficient that an opportunity be provided for members to assume responsibility. Each opportunity which has been improved should be followed by one calling for added responsibility so that there can be a normal, healthy growth in

leadership development. To carry out this principle requires constant vigilance and resourcefulness on the part of the local leader. The development of leadership in young people must be studied, stimulated, and directed carefully. In some States, in 4-H club work, captains are appointed to lead the members of their respective groups in one particular line of homemaking. In other States, club members who have done especially good work may be appointed as assistant leaders to help younger club members. Usually the adult leader is able to give the younger boys and girls responsibility for only portions of the work. With the older boys and girls in the latter half of the "teen" age, the adult leader is wise who acts in the capacity of an adviser and allows these club members to assume the major responsibility. However, the successful leader develops a feeling on the part of the members of the group, irrespective of age, that the club and the program are theirs, and that they are deciding what shall be done.

Opportunity To	The joy and satisfaction which come from doing one
Do One Thing	thing well are essential to the development of any
Well	form of leadership. No one enjoys a task which he

knows he does poorly. The majority of boys and girls who drop out of school do so because they are failing. In 4-H club work the same principle holds. Our young people to be happy and to develop as leaders should be given one task at a time in keeping with but challenging their ability. As each task is conquered, joy and satisfaction automatically are theirs as an award. Eagerness to go forward naturally follows. The "habit" of success is formed and a sense of self-expression is realized which are quite as important as the development of leadership itself. In many instances one of the causes of discontent among rural people is the fact that life is found empty as far as adequate self-expression is concerned. What they usually crave is opportunity to do something worth while.

General 4-H Club Activities

To stimulate and maintain interest, to raise standards of work, and to attain the all-round development of rural young people, many general club activities have been introduced into the 4-H club program. Among them are 4-H demonstration and judging team work, special 4-H club days, work in music appreciation and dramatics, 4-H club tours and hikes, 4-H club camps, special 4-H club ceremonies, and 4-H club exhibits at community, county, State, and often inter-State, events.

Team Dem-	The team demonstration is an important part of 4-H
onstrations	club work. Team-demonstration work gives young people

an added incentive to develop skill. It gives them confidence in themselves so that they are able to make an explanation or plead a cause in a clear, telling manner. It develops initiative and inspires interest. The value of the demonstration to the club member is worthy of first consideration. Team-demonstration work by club members is one of the best ways of interesting adults in 4-H club work. Many people see no club work other than the exhibit and the demonstration.

Public demonstrations give them some idea of the work accomplished. Adults often are drawn to such demonstrations because of the boys and girls, but usually go away as exponents of the practice taught. In this way, boys and girls, through organized club effort, become a powerful factor in carrying out the community program of work and spreading the influence of the demonstration in the home community. Team-demonstration work also encourages club spirit and cooperation, especially when teams are competing in contests. The county extension agent always is ready to assist local leaders in training demonstration teams. He often furnishes them with suggestive outlines to follow when working along with their teams. Such suggestive demonstration outlines may be obtained also from the office of the State club leader.

Judging Work An important part of the work of every club in raising standards of work is that concerned with the judging of the finished products of the demonstration under way. 4-H club members are taught to determine how nearly the objects judged meet a standard as set up in score cards, such as judging jars of fruits or vegetables canned or garments made. At the completion of each piece of work, the club members judge the finished products. Thereby attention is focused on those phases of the work that need strengthening. Thus the judging work plays an important part in stimulating and maintaining high standards. In the livestock and crop club activities, judging also plays an important part in learning to select livestock or seed for the farm. Such knowledge will prove most profitable.

Special 4-H Club Days In some States there is each year a 4-H Planning Day, when the 4-H club members of a county plan their program for the year. In this way, the attention of the whole county is focused on 4-H club work, and club members in turn recognize anew its importance and the seriousness of planning a sound program of activities to be carried on during the year.

Club festivals and similar events such as picnics and field days also increase the interest in club work and are considered a socializing factor in community development. Much of the success of such gatherings depends upon the resourcefulness of the leaders. The dates for any of these events usually are decided well in advance; provisions for transportation are made; program of activities is planned relative to games, contests, original club songs, lunch, and short talks; provisions are made for inclement weather, and the assistance of a number of adults is obtained to direct activities. It is important to the success of such an event that every minute of time be filled and that it end promptly at a stated hour with a good "send-off."

Music Appreciation Work In nearly every State, as a part of the 4-H club program, there is some work in music appreciation. In this, the radio plays an important part. By means of the national and State radio programs, rural young people are brought in touch with the music of the best composers. In addition, through 4-H club choruses, bands, and orchestras, rural young people are given added opportunity to develop a genuine appreciation of good music.

Dramatics Each year in many State programs, dramatics have an important place. State tournaments in dramatics are increasing. Simple plays based on agricultural and homemaking practices, are being worked out by club members themselves. Often club members work out other types of plays, selecting their own parts. In this way, rural young people are afforded another opportunity to express their own innermost desires and interests in a challenging, creative way.

Pageants Pageants if well conducted arouse enthusiasm among club members, encourage creative thinking, and enkindle the interest of thinking men and women of the community. Those which have proved most successful have been developed around one central idea. The experienced leader plans the details of the pageant carefully as to desirable location, where it can be seen by the most people; equipment; making of signs; costumes; trucks and other conveyances. Such a leader has enough assistance so that he can confine his attention wholly to the direction of the work.

Tours And Nature Hikes For a considerable time, 4-H club tours have had an important place in the club program. By means of the tour, club members are enabled to observe each other's work and to gain helpful ideas. Tours also are made, usually within the county, to observe particularly good farming or homemaking practices. Educational trips to more distant points are made as a reward for outstanding work and as a means of broadening the outlook of rural young people.

Through 4-H nature-club hikes rural young people are developing, as never before, an appreciation of their own surroundings and of country life in general. They are learning to love birds and animals and to understand their connection with agriculture. Moreover, the eyes of these rural young people are being opened to the wealth of beauty and interest in wild flowers, trees, and shrubs of their own areas. From these 4-H nature-club hikes, many other activities related to the conservation of wildlife are being developed.

Camps 4-H club camps emphasize cooperation, stimulate renewed interest in 4-H club activities, give opportunity for special training in subject matter, and train in recreation. They give opportunity for health work, not only through outdoor sports and supervised recreation but through training in health habits. But perhaps, most important of all, 4-H club camps seek to broaden the horizons of rural young people and give to them a glimpse of those things in rural life difficult to obtain through their regular 4-H club work. The council circles, camp fires, vespers, nature trails, and particularly at the close of each camp, the candle-lighting ceremony, do much to bring to 4-H club members a sense of the great human values - the intangibles, and enable each of them to return home with higher ideals and loftier purposes. Only the finest, the most inspirational activities are encouraged. Leaders seek to select songs that inspire, stories with fun and action that elevate, and activities that present situations which will develop those attitudes that make for right living.

Practically all 4-H club members can attend camp. Some counties or group of counties own permanent camp sites and others set up temporary camps in some favored spot. In several States, 4-H conservation camps have been held in which observation of wildlife has been emphasized.

The National 4-H Club Camp is held in Washington to enable representative rural young people from each State to become better acquainted with the research work of the Federal Department of Agriculture and the service which it renders; to give them an opportunity to study their Federal Government at first hand; and to make it possible for these leading young people to discuss together suggestions for increasing the scope of extension work with the girls and boys throughout the country. Every club delegate leaves the national camp with a deeper appreciation of his own United States of America and what a salute to his own flag really means.

Exhibits An exhibit is one of the requirements of a standard club and of the work of a club member. The club exhibit visualizes the accumulated results of the club's work and gives an opportunity for comparison and improvement as well as for new ideas. Recent exhibits of hobbies have done much to broaden the field of activity of rural young people.

When a club plans to make an exhibit, it gives an added incentive to the members to excel in their work. Young people enjoy having their work displayed. Exhibits therefore, add to their pleasure in 4-H club work. Directions and suggestions for preparing exhibits in a pleasing and practical way may be obtained from the county extension agent. Club members may exhibit their work at club meetings for the purpose of judging the quality and making ready for the final exhibit at the community, county, or State fair. The club exhibit is a display of the club demonstration.

4-H Club Events Nearly every State agricultural college gives out-
At The State standing 4-H club members the opportunity of staying
Agricultural from 3 days to 2 weeks each year at the college.
Colleges These 4-H club members are given instruction in farm
 and home work by the college faculty and the extension
service personnel. The 4-H club members also have the delightful experience of living on the college campus, usually in the college dormitories, and getting acquainted with their own State college. Thereby, new friendships are formed, viewpoints are broadened, helpful ideas are gained, and contacts with worth-while men and women are made.

Special In 4-H club work, several ceremonies have been intro-
Ceremonies duced which have proved successful in emphasizing the
 finer things of life. In some States, when young
people join a club, an initiation takes place. This initiation ceremony emphasizes the ideals of the 4-H club program and the responsibility to be assumed by the members.

Another ceremony is that in connection with the installation of

club officers after their election. This ceremony calls attention to the duties of the newly elected officers and the responsibilities involved.

At the end of each county or State 4-H camp, there is usually an impressive candle-lighting ceremony which again emphasizes the ideals that should be constantly in the minds of 4-H club members from the standpoint of their club activities and their own personal development.

Achievement Days The 4-H achievement-day meeting is the "crowning" event of the club year. It emphasizes the importance of work well done, affords a splendid means of giving recognition to club members and those who have aided the club programs, provides an opportunity to extend the influence of the demonstration conducted and to obtain for it endorsement by prominent people. At this meeting plans are made for the future work of the club. Such a meeting usually includes short addresses by leading men and women of the community, demonstrations and reports by club members, club songs, presentation of awards to members completing the work, and display of exhibits. An achievement day is especially important from the standpoint that it places a premium on completed work.

Summary of Character-Building or "Heart H" Methods In 4-H Club Work

4-H club work is based not only upon the needs and interests of 4-H club members but also upon the needs of the agricultural community of which they are a part. 4-H club members are led to feel that they have a useful part of the world's work to do and that in doing it, they may grow mentally, socially, and spiritually. They are led also to feel that they have a definite responsibility in improving their community and in making it finer in every way. Through 4-H club work, countless communities have been materially improved. It is the common thing for 4-H clubs as a part of their program of work in addition to their farm and homemaking project activities, to plant shrubbery and flowers about local school yards, town halls, and roadsides; to produce and sell disease-free seed at reasonable prices; to make children's clothing for needy families; to provide hot lunches for local schools; to help to promote county-wide soil and livestock campaigns; to show consideration for animal life on the farm; to improve the quality of crop and livestock raised; to establish community and county 4-H club fairs; to build cottages for 4-H club camps; to improve the quality of the homemaking and agricultural practices prevalent in the community; and to develop good, wholesome dramatics as well as other recreation for community programs. Of course, many of these activities are in addition to those that obtain in relation to the improvement of the club members themselves.

Not every 4-H club undertaking is a financial success, naturally, but unless some unavoidable calamity occurs, such as flood, fire, epidemic, or an extreme market situation, the club member usually realizes

profit from the 4-H club enterprise, particularly if it relates to farming practices. Such profits give the member a new sense of what he can do through his own efforts. Often self-confidence is developed in an outstanding way through facing facts squarely. Through this phase of 4-H club work also, many club members are led to have bank accounts, to increase the size of their livestock project, to start a "go-to-college" fund or to go into partnership with their parents in some farming or homemaking enterprise.

Thus 4-H club work brings parents and young people increasingly together through a common interest. Members also come in contact with their leaders who know how to do things, and with the work of one another which frequently involves the acquiring of added interesting information, and with the public through field meetings and exhibits at fairs, festivals, and demonstrations. From time to time they meet with the research and teaching staffs of the State agricultural colleges and the Federal Department of Agriculture, with business men and outstanding farmers, all leaders in different lines of work - men and women of achievement who inspire by their accomplishments and outlook. Club members often are given a larger view of life also through opportunity to attend 4-H club camps and short courses conducted by the State colleges of Agriculture and once or twice a year at the agricultural college itself. Each year, there are also several national events for 4-H club members culminating with the National 4-H Club Camp at the Nation's Capital. All these various meetings serve to awaken farm youth and to stimulate in them the desire to do and to attain.

The 4-H club program for farm girls and boys is increasingly being enriched. Recreation in the form of nature study is becoming particularly popular. Interesting nature trails are being worked out, thereby developing a genuine appreciation of surroundings as well as training in observation. Conservation of natural resources, particularly of wildlife, continues to be given greater emphasis. Water sports, games, and hobbies have an important place, especially at 4-H club camps. Training in proper food and health habits as well as exercise for good posture are a part of every 4-H club program. Other features of the program include music- and art-appreciation work, opportunity for thinking in terms of a life plan and the great human values, training in the common courtesies of life, and service of members to their respective club groups as well as activities to develop those appreciations and attitudes that make for happy home relationships. In this connection, the beautifying of the farm home has done much to develop those attitudes that make for a happily shared, progressive home life.

Integrity is cherished in all club affairs. In 4-H club work, rarely, if ever, is there a case of a 4-H club boy or girl who does not meet an obligation at the bank from which money has been borrowed. This fact should be of particular interest, inasmuch as a large amount of money is lent each year for livestock and crop work as well as for other 4-H club activities. Through supervised contests, sportsmanship has been developed in an outstanding way, as observed in critical club situations, and club leaders through club meetings are constantly guiding

members to yield happily to the will of the majority. Outstanding cases of unselfishness as well as a keen sense of responsibility are very often observed.

In summarizing the results of 4-H club work, perhaps the most outstanding are those concerned with attitude building, which in turn leads to constructive effort. Surprising accomplishments have been observed by leaders after young people have developed those ideals that make for progressive rural leadership. Among such ideals the most noticeable have been those that have brought about effective service in the home, on the home farm, and in the home community, often leading to the visible improvement of the whole community. Some of the other results of 4-H club work include the development of an enriched outlook and more far-reaching vision on the part of farm youth; increasingly recognized ability of 4-H club young people to organize as well as to cooperate in home and community undertakings; development of a health consciousness and standard not only on the part of rural girls and boys but also on the part of many rural communities as a whole; economic independence for many rural girls and boys and their families; advantages of further education and travel made possible through 4-H club work; acquaintance with the sources of accurate information in agriculture and home economics; and worth-while friendships with outstanding men and women of the community and State.

Organization of 4-H Club Work With Emphasis on the Development of the "Heart H"

Gertrude L. Warren MAY 21 1936

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